Mobile Retention Training

The Army Retention Program

Army Retention Program

- **Involvement**
- **Support**
- **Interest**

By All Leaders!

Army Retention Program

Goals

Goals

Reenlist, on a Long Term Basis, Sufficient Numbers of Highly Qualified Active Army Soldiers

Sustaining "An Army of One"

Quantity & Quality

- **Objective Accomplishment**
- **BAR to Reenlistment**
- **Retention Eligibility**

Sustaining "An Army of One"

Goals

Enlist, or Transfer and Assign Sufficient Numbers of Highly Qualified Soldiers Who Are Separating From the Active Army Into Reserve Component Units, Consistent Within Geographic Constraints

Sustaining "An Army of One"

Reserve Components

- **Objectives**
- **Transition Management**
  - ✔ **ACAP**
  - ✔ **ACES**
  - ✔ **RC Career Counselor**

Sustaining "An Army of One"

Goals

Achieve and Maintain Army Force Alignment Through the Retention, Transfer, or Enlistment of Highly Qualified Soldiers in Critical Skills and Locations

Force Alignment

- **Options**
  - **BEAR**
  - **Bonuses**

Goals

Adequately Support Special Programs Such as the U.S. Military Academy Preparatory School (USMAPS) and ROTC “Green to Gold” Programs

Special Programs

- **USMAPS**
- **Green to Gold**
- **ROTC**
- **West Point**
- **OCS**
- **WOCS**

Retaining "An Army of One"

Army Retention Program

Goals

Army Retention Program

The Army Career Counseling System

Integration

- **Welcoming to Unit**
- **Basic Human Needs**
- **Personnel Issues**
- **Finance Issues**
- **Sponsorship**
- **Counseling Sessions**

taining "An Army of One"

Professional Development

- **Promotion**
- **Education**
- **Recognition**
- **Reclassification / BEAR**
- **Special Programs**
- **Counseling Sessions**

Sustaining "An Army of One"

Sustainment Phase

- **Eligibility**
- **Bonuses**
- **Options**
- **Benefits**
- **Counseling Sessions**

Eligibility for Discharge

- **Within 3 to 24 Months of ETS**
- **Service Remaining Requirement**
- **BEAR**

Eligibility for Reenlistment

- **Age**
- **Citizenship**
- **Trainability**
- **Education**
- **Medical & Physical Fitness**
- **Rank**
- **Moral & Administrative**

taining "An Army of One"

Sustainment Phase

- **Eligibility**
- **Bonuses**
- **Options**
- **Benefits**
- **Counseling Session**

taining "An Army of One"

Sustainment Phase

Ceremony

Career Development

- **Establish Short / Long Range Goals**
  - ✔ **Promotions**
  - ✔ **Education**
  - ✔ **Recognition**
  - ✔ **Reclassification**
  - ✔ **BEAR**
  - ✔ **Special Duty Assignments**
- **Counseling Sessions**

Sustaining "An Army of One"

Army Retention Program

The Army Career Counseling System

Bars to Reenlistment

- **Rehab Tool**
- **Deny Reenlistment**
- **Deny Re-Entry**

Bars to Reenlistment

- **Leadership Tool to Improve Quality**
- **Puts Marginal Performer “On Notice”**
- **Prevents Soldier From Reenlisting or Transitioning to the Reserve Component**
- **Any Commander May Initiate at Any Time - the Earlier the Better**
- **Initiate Elimination After Second 3 Month Review**

taining “An Army of One”

Army Retention Program

The Retention Team

The Retention Team

Responsibilities

The Commander

- **Is the Retention Officer**
- **Implements and Aggressively Supports the Army's (Commander's) Program**
- **Assigns "Fair-share" Objectives**
- **Establishes Awards & Incentive Programs**
- **Monitors Program**
  - ✔ **Statistics**
  - ✔ **Counseling**
  - ✔ **Training**
  - ✔ **Staffing / Utilization**

Retaining "An Army of One"

Command Sergeant Major

- **Retention NCO for The Command**
- **Catalyst for Senior NCO Involvement**
- **Immediate Supervisor of the Career Counselor**

Regular Army Career Counselor

- Advises Commander and CSM
- Counsels Soldiers
- Publishes Statistics
- Supervises Additional Duty Reenlistment NCOs
- Prepares and Conducts Formal Training
- Conducts Briefings to Officers and NCOs to Stimulate Interest in and Support for Program
- Coordinates With RC Career Counselor
- Transition Duties in Absence of RC Career Counselor
- Conducts SAVs / Quarterly Inspections
- Determines Reenlistment / Extension Eligibility

Reserve Component Career Counselor

- **Assists CDR / CSM Accomplish the Transition Mission**
- **Counsels Transitioning Soldiers**
- **Encourages Soldiers to Remain on Active Duty**
- **Conducts Pre-Separation Briefings**
- **Publishes Statistics on the Transition Program**
- **Conducts Formal Training**
- **Encourages Reserve Component Affiliation**
- **Conducts SAVs / Quarterly Inspections**
- **Determines Enlistment / Transfer Eligibility**

taining "An Army of One"

Company Reenlistment NCO

- Advises Commander and 1SG
- Provides Statistics to the Commander
- Maintains Reenlistment Data Cards (DA Form 4591-R)
- Coordinates Retention Ceremonies
- Assists With Preparation of Bar to Reenlistment
- Contacts and Counsels Soldiers
- Prepares Reenlistment / Extension Request
- Coordinates Referrals of Transitioning Soldiers With RC Career Counselor
- Coordinates With Career Counselor for Bonuses or Leave Payment Through Finance
- Maintains Unit Retention Bulletin Board

The Retention Team

Selection

The Retention Team

Relief and Court Martial

Success

- **Mission Accomplishment With:**
  - ✔ **Minimum Number Of:**
    - **Waivers**
    - **Exceptions to Policy**
    - **Movement Options**
  - ✔ **Improvement of:**
    - **Readiness**
    - **Competency**
    - **Force Alignment**

Sustaining "An Army of One"

Mobile Retention Training

The Army Retention Program

Retention - The Leader's Job

The Success of the Army Retention Program Depends on Effective Leadership, Vigorous Command Involvement, and Aggressive Retention Programs at All Organizational Levels. This Success Is a Direct Indicator of the Quality of Leadership Exhibited by the Unit's Officers and Noncommissioned Officers.

Sustaining "An Army of One"